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**National Report on Progress in the Application of the Montevideo  
Strategy for Implementation of the Regional Gender Agenda within  
the Sustainable Development Framework by 2030**

**JAMAICA**

**National Report on Progress in the Application of the Montevideo Strategy for  
Implementation of the Regional Gender Agenda within the Sustainable Development  
Framework by 2030**

**JAMAICA**

Reporting Period: October 2016 – May 2019

**Presented to:**

**Division for Gender Affairs**

**Commission of Latin America and the Caribbean**

**United Nations Economic Commission for Latin America and the Caribbean (UN ECLAC)**

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## Introduction

Jamaica is estimated to have a total population of 2.7 million, of which 1.38 million are females<sup>1</sup>. The Human Development Report (HDR) 2016 ranks Jamaica amongst the high human development countries with a Human Development Index (HDI) value of 0.730. This represents a 12.1 per cent increase in the previous year's figures and indicates an upward trend in education, health, living standards and economic factors.

Jamaica's Gender Development Index (GDI) is 0.719 for women in contrast to men (0.738), resulting in a GDI value of 0.975. This has placed the country in group two of five groups, which means that there is medium-high equality in achievements between men and women. In relation to the Gender Inequality Index (GII), which covers gender-based inequalities in three dimensions — reproductive health, empowerment, economic activity — Jamaica was ranked 93 out of 159 countries. In addition, Jamaica was ranked 42<sup>nd</sup> among one hundred and forty four (144) countries in the Global Gender Gap Report (GGGR) and has recorded a comparative increase since its previous ranking of 65<sup>th</sup> in 2015. According to the World Economic Forum's Gender Equality Measurement Study the GGGR 2016, Jamaica ranked 10<sup>th</sup> in the Latin America and Caribbean (LAC) region.

Nevertheless, Jamaica, like many States worldwide, has recognized that a coordinated and sustained approach is necessary to address the serious, prevalent, and deeply entrenched problem of gender inequality and discrimination. In this regard, during the reporting period, the GoJ sought to strengthen its anti-discrimination framework through the adoption of the National Strategic Action Plan to Eliminate Gender-Based Violence in Jamaica (NSAP-GBV) 2017-2027. The Action Plan is a comprehensive multi-sectoral plan that is structured to address the key issues and challenges of gender-based violence, as it relates to victims, perpetrators, and witnesses of acts of violence. The following provides information on how the Montevideo Strategy has contributed to the advancement of gender equality and women's rights and autonomy in Jamaica.

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<sup>1</sup> The Statistical Institute of Jamaica, 2016.

**1. What three main achievements regarding women’s autonomy and gender equality stand out in your country since the adoption of the Montevideo Strategy in 2016?**

- The National machinery have remained a critical mechanism for normative policy and programming support to women’s empowerment despite the shift to and focus on situating its initiatives within the broader gender and development paradigm.<sup>2</sup>

Policies and programming remain guided by a National Policy for Gender Equality (NPGE) – A Gender Equality Seal Programme for the public and private sectors; A Gender Advisory Council (GAC) established to oversee the implementation of the National Strategic Action Plan to Eliminate Gender-Based Violence (NSAP-GBV) 2017-2027 and the NPGE; The launch of a pilot Gender Ambassadors Programme (GAP) to engage secondary and tertiary level students; Human rights education for technical officers at the BGA and the ratification of Conventions such as C189 and ILO’s Decent Work Agenda, to strengthen policy and legislative frameworks for the empowerment of women and protection of workers; Active social media engagement which created visibility and accessibility of the services offered by BGA– Instagram & Facebook pages and the development of the BGA website supported by handover of an Online GBV Platform; and the re-establishment of the Special Service Desk for Men to more effectively engage men and boys in reflections about rigid gender norms, power relations, gender-based violence, inequalities and change which impact women.

The Policy will come under review for the 2019/2020 period to address gaps and emerging issues.

- Progressive increase in the number of women in politics and decision-making/Boards & Commissions/Non-traditional sectors.

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<sup>2</sup> The Bureau of Women’s Affairs (BWA) was renamed the Bureau of Gender Affairs (BGA) in 2016 by Cabinet Decision No. 8/16 on March 21, 2016.

Currently, there are a number of women in non-traditional areas at the highest levels of economic decision-making bodies (A female Minister of Foreign Affairs, a female minister of Science, Technology, Energy and Mining; three (3) women Deputy Governors (DGs) at the Bank of Jamaica (BoJ) for Financial Institution Supervisory Divisions from 2016-present; women are on the Currency Operations and Financial Markets Infrastructure from 2019-present and Crown Counsel for the Corporate Secretary's Division from 2017-present; Chief Executive Officer/Commissioner of Customs 2017-present; Attorney General 2016- present). Forty per cent (40%) of Ministries have women as Permanent Secretaries. In addition, women comprise 60 per cent of the heads of Ministries, Department and Agencies in the country. The number of females in the current administration represents the highest number in Jamaica's political history.

Gender considerations in the appointment process is enshrined in the National Policy for Gender Equality (NPGE, 2011), which states that public sector boards must have a minimum of 30% females as members. It further states that Ministers should strive towards having no less than 30% of either male or female representation on each Board.

Legislative review for equality and non-discrimination under the law and timely access to justice for accelerating progress for women and girls.

A Joint Select Committee has been considering and reviewing existing legislation which purport to, among other things, protect women, children, the disabled and the elderly from violence and abuse. These legislations are the Sexual Offences Act, the Offences Against the Person Act, the Domestic Violence Act and the Child Care and Protection Act. Particular emphasis is placed on the offences and punishment under these legislation with regard to the murder of pregnant women; The assault of women, children and the elderly; Sexual offences against women, children and the elderly and such other violent crimes against women, children, the disabled and the elderly as may be deemed necessary for the review.

Recommendations were made for the legislations to be amended to facilitate better administration of justice, effective protection of these special groups and the legislations should also address the realities currently being experienced in the Jamaican society.

In order to ensure full participation of the citizenry in this review, the Committee invited written comments on the Acts through a Public Notice and various other means of communication. A number of the individuals/entities have appeared before the Committee to orally present their views and provide further clarification for the benefit of Committee members, stakeholders and the general public.

## **2. How has the Montevideo Strategy been useful for designing and implementing public policies to ensure gender equality and women's autonomy and rights in your country?**

The Montevideo Strategy commitments along with a number of other international commitments namely the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), the Beijing Declaration and Platform for Action and the Inter-American Convention on the Prevention, Punishment and Eradication of Violence against Women (Belém do Pará Convention) has greatly impacted how the Government of Jamaica (GoJ) promotes gender equality and ensure that women's autonomy and rights is protected. The Montevideo Strategies have provided lens with which the GoJ uses to identify and to address issues of inequality between men and women and to ensure that all women and girls are guaranteed the effective enjoyment of human rights without discrimination. Pillars 1, 2, and 6 are currently most relevant to the Jamaican context and have been viewed as major priority areas over the reporting period.

### ***Normative framework: equality and the rule of law (Pillar 1)***

- **Eliminating Violence Against Women and Girls**

Jamaica, like many states worldwide, has recognized that a coordinated and sustained approach is necessary to address the serious, prevalent and deeply entrenched problem of GBV. In 2017 Cabinet approved a National Strategic Action Plan to Eliminate Gender-based Violence (NSAP-GBV) (2017-2027), signally a more structured and systematic approach to addressing violence against women and girls. The NSAP-GBV was

developed to guide the implementation of a coordinated programme to prevent, eliminate and mitigate Gender-Based Violence in Jamaica. Subsequently a phased implementation has commenced with the purchased of the first National Shelter for victims and survivors of gender-based violence, in July 2018 and the launched of an island wide public education campaign under the theme “There is no Excuse for Abuse” #NEFA. The campaign was launched on the 4<sup>th</sup> December 2018 in partnership with United Nations Women Multi-Country Office of the Caribbean. The campaign seeks to raise awareness on the NSAP-GBV and to change negative social norms and gender stereotypes that facilitate the continued abuse of women and girls. The GoJ continued in its commitment to the implementation of the NSAP-GBV and have allocated funds in the 2019/2020 Budget to purchase two (2) additional shelters for victims of GBV, for the Western and Eastern regions of the island.

- ***Victim Assistance and Support Programmes***

The GoJ has put various programmes in place to address the physical and psychosocial needs of victims of GBV. The Victim Services Division’s (VSD), Over-comers in Action Programme provides counseling for healing and restoration of females who have been sexually, physically and/or emotionally abused. This group intervention is open to all females who have experienced GBV. Crisis intervention services and trainings are provided, as well as advocacy (referrals) on behalf of the victims.

- ***Measures to reduce vulnerability amongst women and girls***

Jamaica’s Social Welfare and Vulnerable Groups Sector Plan, focuses on strategies to improve the situation of vulnerable groups, to decrease their susceptibility to social protection risks such as human trafficking and prostitution. The vision articulated for the vulnerable groups’ sector plan is a “*social welfare system that is responsive to the needs of the vulnerable population and contributes to maintaining human dignity*”. The vulnerable groups identified include women and girls.

- ***The National Policy for the Reintegration of School Aged Mothers***

The National Policy for the Reintegration of School Aged Mothers into the Formal School System was approved in May, 2013. The policy mandates the return of teenage mothers to school to ensure that their education and subsequent economic productivity will remain relatively unaffected by the birth of a child. The Policy stipulates that provisions should be made for the adolescent mothers who have been reintegrated to receive support services relative to parenting, as well as appropriate sexual and reproductive health services. Therefore, the parents are encouraged to provide the girls with needed support. Elements of the counselling curriculum seek to prepare the adolescent mothers for reintegration into the formal education system, improving on parenting skills and self care. The Women's Centre of Jamaica Foundation (WCJF) continues to facilitate teenage mothers wishing to continue their education. Between 2013 and 2015, a total of 2066 girls were registered into the WCJF Programme for Adolescent Mothers. Forty-six percent of these were re-integrated into the formal school system. The remaining fifty four percent of the girls were placed in other institutions of learning, such as skills training centres.

During the review period, the WCJF strengthened the SRH support services provided to teen mothers through the opening of an Adolescent Resource Centre (ARC) in October, 2016. ARC will facilitate access to teens by providing services in a confidential and hospitable environment. These services include individual and group counselling on contraceptive methods, screening and referrals for STI and HIV, mental health services to screen and treat for post-partum depression, counselling for victims of GBV and access to gynaecologists and midwives.

- ***Diversifying Academic and Vocational Choices for Women***

The GoJ identified the Primary Education Support Project, the Reform of Secondary Education Project and the Secondary School Enhancement Programme, as platforms for addressing gender-based stereotypes in textbooks, the school curriculum and teaching methods. Additionally, the MOEYI appointed a Gender Specialist in 2014 to incorporate a gendered analysis for improving teaching and programmes. In 2016, the MOEYI in its bid to boost the cadre of Mathematics and Science teachers, offered scholarships to 500 qualified persons. These were offered in collaboration with The Mico University College and included 200 Mathematics Education, 200 Science Education and 100 Technical



Vocational Education scholarships. The scholarships covered full tuition, support for boarding where needed, and a stipend to assist with the cost of books and other supplies. To date these scholarships are still being offered.

- ***Gender Mainstreaming Programmes***

The National Policy for Gender Equality indicates the GoJ's commitment to integrating gender considerations in all development policies and programmes. The government machinery, the BGA, continues to lead the process of gender mainstreaming through the establishment of Gender Focal Points (GFPs) in Ministries Departments and Agencies (MDAs). GFPs are identified and trained to spear head the development and implementation of approved action plans within their respective MDA. They are to ensure that gender is integrated in all national policies, plans, programmes and operations using a gender equality framework. The GFPs also contribute data to inform both regional and international reporting processes.

- The Gender Ambassadors Programme (GAP) was launched in March 2019. Students from eleven (11) secondary and seven (7) tertiary institutions across the island have been selected to participate in the pilot programme. This initiative is being implemented by the BGA in collaboration with the Ministry of Education, Youth and Information (MoEYI). GAP seeks to raise awareness and facilitate activism on gender issues in schools and is expected to promote self-care, healthy relationships and leadership development among the youth. It also aims to engage the youth on what is gender-based violence, and ways to reduce the prevalence in Jamaica.
- A gender responsive approach to disaster risk prevention, reduction and resilience-building as an ongoing commitment to the gender mainstreaming process. As such, the Climate Change Policy Framework and Action Plan are being revised to include gender considerations, as well as a gender inclusive approach to disaster reduction. Additionally, the GoJ is building the capacity of sectors to develop and implement their own climate change adaptation and mitigation plans. In this regard, the public sector's Policy Analyst Network officers have been engaged in capacity building workshops on how to Climate-

Proof National Policies and Implementation Plans as well as how to integrate gender considerations in same.

***Institutional architecture: multidimensional and comprehensive gender equality policies (Pillar 2)***

The Bureau of Gender Affairs a Division of the Ministry of Culture Gender Entertainment and Sport is the government machinery that promotes and oversees public policies on women's rights and gender equality. By Cabinet Decision No. 8/16 on March 21, 2016, the then Bureau of Women's Affairs (BWA) was renamed the Bureau of Gender Affairs (BGA).

This rebranding served to ensure a more inclusive approach to combating gender-based violence, advance gender equality, and promote a gender sensitive approach to achievement of balanced economic growth as well as the Sustainable Development Goals (SDGs). The National machinery have remained a critical mechanism for the development and implementation of policies and programmes that supports women's empowerment, despite the shift in focus on situating its initiatives within the broader gender and development paradigm. Policies and programming remain guided by the Jamaica National Policy for Gender Equality (NPGE) 2011, which is to be reviewed for the 2019/2020 period to address gaps and emerging issues.

Recognizing that men and boys are critical in achieving Goal 5 of the Sustainable Development Goals (SDGs), GoJ has remained steadfast in its commitment to men and boys through the establishment of a Special Service Desk for Men within the Bureau of Gender Affairs. The service desk for men is in keeping with the policy imperative to more effectively engage men and boys in reflections about rigid gender norms, power relations, gender-based violence, inequalities and change which impact women.

There have been significant gains towards the achievement of gender equality and the empowerment of women. Some of the major initiatives that reflect a progressive commitment to this process include the following:

- The appointment of a Gender Advisory Committee (GAC), January 2018, mandated to monitor the implementation of the NPGE and the NSAP-GBV and to facilitate a

participatory approach when advising the Government and the National Machinery on strategic policy directions for the gender portfolio.

- The design and development of a Gender Analysis Checklist to increase the capacity to incorporate a gender perspective. The Checklist is designed to ensure that government policies and programmes are responsive to the gender differential needs in keeping with commitments;
- The Planning Institute of Jamaica (PIOJ), the government agency that monitors the Vision 2030, Jamaica National Development Plan, formed a National Gender Task Force to integrate the vision of gender equality into the National Development Plan;
- The Rural Agricultural Development Authority (RADA) is Jamaica's chief agricultural extension and rural development agency, committed to promoting the development of agriculture in Jamaica. RADA has taken an inclusive approach towards extension service delivery, through the development and implementation of a programme of continuous training for farmers; and the providing of assistance to rural women in identifying income earning opportunities. Through support from the Commonwealth of Learning (COL) and Lifelong Learning for Farmer's Initiative, RADA developed a Gender Equality Policy Statement in 2016. This document guides RADA in its efforts to mainstream gender in policies, research, extension activities and in monitoring and evaluation. In 2017, RADA commissioned a Gender and Youth Involvement in Agriculture Study. This provided baseline data on rural women and youth involvement in Jamaican agriculture and to ascertain their needs and constraints in achieving economic growth. The results of the Study are currently being used to facilitate the mainstreaming of gender in rural extension services and have led to the recommendation of establishing a Technical Working Group (TWG) for Gender Mainstreaming in Agriculture.

***Communication: access to information and cultural change (Pillar 6)***

The GoJ continue to focus on public education and other awareness raising activities to engage the people of Jamaica on issues of gender inequality. The following is a number of activities undertaken over the reporting period.

- In 2016, the BGA developed a user-friendly Resource Guide as a directory of services for women. The Resource Guide aims to, facilitate and promote increased access to and utilisation of services and knowledge sharing in a range of key areas.
- The Women’s Health Survey 2016 was launched on June 22, 2018, through partnership between UN Women and the Inter-American Development Bank in collaboration with the Statistical Institute of Jamaica (STATIN). The survey is the first nationally-led prevalence study on Violence Against Women (VAW) among the Member States of CARICOM and provides the most current and nationally representative prevalence data and to some extent, data on the perception of VAW.
- The observance of International Day for the Elimination of Violence Against Women (IDEVAW) 16 Days of Activism 2018 was commemorated with a Public Forum “Big Woman and Big Man Chat: Addressing Intimate Partner Violence.” The objectives were: to raise awareness of IPV and findings from the Women’s Health Survey; to discuss community responsibility and services and legal protection for victims/survivors of IPV; Other commemorative activities include the launch of the Online GBV Platform which was developed by UNFPA and handed over to the BGA. The GBV platform for mobile phones is to make information on GBV readily available to the public. Also, “*The Great Debate*” which saw high school students in western Jamaica debating moots on gender equality and gender-based violence.
- For the 2019/2020 financial year the BGA has provided eight (8) NGOs with subvention under the Community Outreach through Partnership for Encouragement (COPE) initiative, which is an increase of six groups in comparison with 2018/2019 where only Two (2) groups were supported. The COPE initiative will assist the BGA’s mandate in raising awareness on GBV and the promotion of good practices in responding to GBV, empowerment of women and engaging men and boys to becoming positive roles models.

- Jamaica was selected to pilot the Caribbean Woman and Child (CARIWAC) Initiative. CARIWAC is based on the Every Woman, Every Child movement launched in 2010. The Jamaican pilot, supported by UNFPA, aims to reduce the incidence of teenage pregnancy, cervical cancer, GBV, to eliminate mother- to-child transmission (MTCT) of HIV and Syphilis across four health regions in Jamaica. The GoJ is in the process of securing funding to finance the various aspects of the pilot project. The initiative to support women and girls is being championed by the wife of Jamaica’s Prime Minister, the Most Honourable Juliet Holness.

**3. What degree of progress has been achieved in the implementation of the Montevideo Strategy measures?**

Kindly see response in questionnaire attached.

**4. Which implementation pillars have been most relevant for public policies aimed at achieving women’s physical autonomy in your country?**

- Pillar 3 – Participation

Through the Medium- Term Socio-Economic Policy Framework (2018-2021), a number of mechanisms/strategies have been devised to ensure women’s equal participation at all levels. The Plan recognizes strong and accountable institutions, political commitment to effective management of the State, transparency in government, a justice system that is accessible and fair, equity and tolerance and respect for human rights and freedoms. It proposes a range of strategies to address the issue of fostering equal participation and equity in all spheres of society from 2018-2021.

The GoJ, in its commitment to public sector reform, good governance and gender equity<sup>3</sup>, has developed Policy Guidelines for the Nomination, Selection and Appointment of Board Members of Public Bodies<sup>4</sup> in Jamaica (the Guidelines/Policy Guidelines, 2018).

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<sup>3</sup> As outlined in the National Policy for Gender Equality (2011)

<sup>4</sup> As defined in the Public Bodies Management and Accountability Act

The purpose of these Policy Guidelines is to articulate a comprehensive and transparent process based on best practices and approaches for the nomination, selection and appointment of Board members. The Guidelines also refer to support mechanisms needed to give greater accountability to board members. Adherence to and reporting on this process is expected to lead to greater confidence in corporate governance for public bodies. The National Policy for Gender Equality (2011) states that public sector boards must have a minimum of 30% females as members. It further states that Ministers should strive towards having no less than 30% of either male or female representation on each Board.

The Ministry of Labour and Social Security (MLSS) in 2016 signed a MOU with the Jamaica Library Service (JLS). The MOU allows employers and job seekers to access online market intelligence about jobs and skills in demand, along with data, which will assist in ensuring that employers receive the right match for their workplaces. This initiative is facilitated through a computerized registry offered by the Labour Market Information System (LMIS). The partnership will enable the LMIS to reach male and female jobseekers, students, employers, ordinary citizens across the network of 118 fixed library locations and 374 communities served by the mobile library service. Currently, the LMIS has registered 22,853 jobseekers and 1353 employers.

These strategies are expected to continue to contribute to the conditions and means for the full and effective implementation of public policies aimed at eliminating inequality and ensuring that especially women in all their diversity can enjoy all human rights in the labour market, the workplace and governance structures.

- Pillar 5 – Financing

Currently, women have access to all types of financing and many financial entities provide services designed to reach women directly. This is true of mortgage and small and micro business financing entities. In addition, the Government has also been strengthening existing and emerging micro credit institutions to help in the eradication of poverty especially among female headed households. As a result, a Memorandum of

Understanding (MOU) was signed between the Ministry of Culture, Gender, Entertainment and Sport (MCGES) and the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF) in 2017. Through this partnership, MCGES and MICAF will develop strategies and collaborative programmes that will promote and encourage the involvement of women in entrepreneurship through capacity building in ICT, financial and business training. Subsequently, the Women's Entrepreneurship Support (WES) Project was launched in November 2018. As part of the MOU, four (4) women were selected and awarded support grant funding and training as part of this entrepreneurial endeavor. The WES Project is expected to be an annual initiative.

A Financial Inclusion Strategy and a Gender Disaggregated Study for Financial Inclusion was designed as a component of the MSME and Entrepreneurship Policy. The strategy allows for equality and equity of opportunities between women and men owned businesses with a number of activities to include: facilitating training, by allocating 50 percent of the training budget to women entrepreneurs, developing business incubators to facilitate ICT innovation and the use of indigenous materials with at least 30 percent of the women-owned business and partnering with the Women Business Owners (WBO) Jamaica Limited in the development of business-related policies/strategies for women.

The BGA is represented on a thematic working group (Business Development and Capacity Building Working Group) to ensure that gender is mainstreamed especially as it relates to women's entrepreneurship and women's enterprises. The working group creates and implements capacity development programmes aimed at improving access to finance for MSMEs through the expansion of credit facilities. These include: the Innovation Grant from New Ideas to Entrepreneurship (IGNITE) which provides funding for innovative new ventures through existing business development organizations and incubator programmes and the Voucher for Technical Assistance programme, aimed at improving MSMEs access to capital.

Jamaica is the only Caribbean country participating in the Win-Win: Gender Equality means Good Business Programme which is being implemented in Latin America and the

Caribbean (LAC). It is a strategic partnership between UN Women, the International Labor Organization (ILO) and the European Union (EU) for the promotion of gender equality in the private sector. The other countries are Argentina, Brazil, Chile, Costa Rica and Uruguay. To date sixteen (16) Jamaican private sector companies have committed support for the Women's Empowerment Principles (WEPs) which aim to allow the full and equal participation of women in society and focuses on: strengthening the leadership of women in business and their participation in the workforce; reduction of the gender pay gap; decent job; entrepreneurship; autonomy and economic empowerment. The programme includes training to women in executive leadership and decision-making positions. In addition to increasing economic empowerment, the programme seeks to guide women's leadership for sustainable, inclusive and equitable growth, advancing the responses of the private sector to achieve the Sustainable Development Goals (SDGs) in Latin America and the Caribbean. Under this initiative, the BGA's capacity is to be enhanced to ensure the sustainability and continuity of the programme.

- Pillar 7 – Technology

In 2017, a Girls in ICT Day Caribbean 'Hackathon' saw over 90 girls and young women from 15 high schools, universities and community colleges across the country, coming together to create innovative ICT-based solutions to address social issues such as domestic violence, cyber bullying, sexual assault, child abuse, sustainable development and climate change. Activities included mobile app-building, animation, robotics, digital video production and digital artworks and web development. Winners received cash prizes, bursaries, and mobile phones. These are a few of the ongoing initiatives that Jamaica intends to use in accelerating progress of women and girls in ICT.

To foster the development and participation of women in the maritime sector and contribute to the growth of the industry within the Region, one of the mandates of WiMAC is the promotion of careers in the maritime sector as a viable option in schools. This is done through outreach activities in primary, secondary and tertiary institutions, with the aim of increasing the uptake of female students to the wide range of courses



offered at the Caribbean Maritime University (CMU) at the undergrad and post-graduate levels:

Given the mandate to promote awareness of maritime careers, WiMAC was introduced to the SeaPerch Underwater Robotics Programme, which was presented at its Annual Conference in the Cayman Islands in 2016. The SeaPerch Programme was designed as an intervention to stimulate and sustain the interest of students in STEM. SeaPerch is an innovative underwater robotics programme that equips teachers and students with the resources they need to build an underwater Remotely Operated Vehicle (ROV) in an in-school or out-of-school setting.

The SeaPerch Challenge will be implemented as a part of the extra-curricular programme within schools, which will be similar to the science clubs that are currently established in schools. The CMU projections are that as it trains more and more women for the industry, the gender balance on the land-based side will change significantly over the next five years to have at least 30 per cent of employees on the land-based side being women.

Jamaica joined 166 other countries in celebrating International Girls in Information and Communications Technology (ICT) Day. The initiative, spearheaded by the International Telecommunications Union, aims to create a global environment that empowers and encourages girls and young women to consider careers in the growing ICT field. Through these international observances and related initiatives, the BGA will continue to encourage and seek opportunities for training and jobs in the ICT sector for women and girls.

**5) Which implementation pillars have been most relevant for public policies aimed at achieving women's economic autonomy in your country?**

The Government of Jamaica (GoJ) is committed in ensuring women's economic rights and non-discrimination in the workplace. The National Policy for Gender Equality (NPGE) detailed the

legal environment that allow for an examination of the legislative reforms that would allow for greater female participation while eliminating any discrimination towards women. As such, since its implementation, the GoJ have identified twenty-four (24) pieces of legislation for amendments, to improve the status of gender equality, social justice and the status of women in Jamaica. Including, the Women (Employment of) Act, which is being reviewed in keeping with the flexi-time arrangement to be introduced, to dispense with provisions that are viewed as discriminatory to women.

The GoJ continues to work on increasing the role of women in the economy by increasing participation of women in the labour force and the associated earnings it is aimed to result in the reduction in poverty and faster economic growth. As such, the GoJ endorsed the UN Women Win-Win: Gender Equality Means Good Business Programme in Jamaica. The programme engages Private Sector Organizations (PSOs) in the Women Economic Empowerment Principles (WEP) and seeks to highlight the importance of ensuring equal pay for work of equal value, and support for women entrepreneurs and women-owned businesses. It is also aimed at promoting formal and decent work opportunities for women throughout the pipeline including executive leadership and decision-making positions. In addition to increasing economic empowerment, the programme seeks to guide women's leadership for sustainable, inclusive and equitable growth, advancing the responses of the private sector to achieve the Sustainable Development Goals (SDGs) in Latin America and the Caribbean.

With the objective of strengthening the leadership of women in business and their participation in the workforce; entrepreneurship; autonomy and economic empowerment, the Ministry of Culture, Gender, Entertainment and sport (MCGES) and Ministry of Industry, Commerce, Agriculture and Fisheries (MICAF) signed a Memorandum of Understanding (MOU) on November 1, 2017 to promote women in business. The MOU aims to facilitate opportunities for women in the micro, small and medium-size enterprise (MSME) sector. The agreement is designed to promote sustainable and productive entrepreneurial activities to generate income among disadvantaged women, particularly among those persons living in poverty. Through joint efforts, both ministries have been employing strategies and collaborative programmes to promote and encourage the involvement of women in entrepreneurship, through capacity building in ICT,

financial and business training. As such, the Women Entrepreneurship Support Project was launched and four female entrepreneurs were selected for the first phase of the project received a grant of \$250,000 each that will be used to improve the capacity of their businesses.

The promotion of female entrepreneurship and small business development is being pursued by the GoJ to help grow the economy through Gender Equality Policy and Operational Strategy. Against this background, the Sexual Harassment Bill was tabled in the House of Representatives on July 9 2019 by Minister of Culture, Gender, Entertainment and Sport, Honourable Olivia Grange CD, MP. The Sexual Harassment Bill now reflects recommendations that came from Cabinet regarding the establishment of a Sexual Harassment Tribunal to hear all sexual harassment matters and the designation of field officers from the BGA as authorised officers. In addition, the BGA facilitated eleven (11) sensitization sessions on Sexual Harassment with enhanced knowledge of 274 workers (186 women; 88 men). One (1) organization (Civil Aviation Authority) was assisted in creating a workplace policy.

**6) Which implementation pillars have been most relevant for public policies aimed at achieving women’s decision-making autonomy in your country?**

The GoJ has acknowledged that to achieve true gender equality, requires women’s active participation and involvement in decision making at all levels, as it is only with women’s participation in decision making that would contribute to sustainable development. Through the BGA, the GoJ through the implementation of the National Policy for Gender Equality (NPGE) which is aimed at gender mainstreaming in national development, thereby enabling women to contribute equally to the country’s growth. The BGA, therefore, has established gender-mainstreaming programme partnering with both private and public sector organisations to focus on improving the number of women in decision-making and management positions.

Currently, females represent 19 per cent of the Lower House, 24% of the Upper House and 21% per cent of the Cabinet. There are 21% female Councillors and 79% male counterparts. There are 14% female Mayors and 86% male Mayors. The number of females in the current administration represents the highest number in Jamaica’s political history. An analysis of Cabinet approved

State Boards indicates that women are still under-represented in decision-making and leadership positions, men accounted for 69% of Board composition, (85%) are chaired by men, with women chairing only 15%. There are four (4) Boards which are all men, while there were no Boards which comprised all women. Sixteen (16) Boards had majority men and eleven (11) majority women. In addition, 40 per cent of the Ministries have female Permanent Secretaries while, women comprise 60 per cent of the heads of Ministries, Department and Agencies in the country.

In order to encourage more women political candidates, the BGA in partnership with the Dispute Resolution Foundation (DRF), implemented Jamaican Women's Economic and Political Empowerment: The Way Out Project. This aimed to create a sustainable and robust framework for implementing core elements of the NPGE with a focus on increasing the economic and political power of women and girls in Jamaica. This was done by promoting and supporting the institutionalisation of gender mainstreaming; increasing opportunities for women to be more involved in political decision making; and enhancing the political and economic influence of women in public and private sector organizations by implementing the NPGE.

The BGA through its gender-mainstreaming programme focuses on improving the number of women in decision-making and management positions. The BGA, therefore, conducted training among several key stakeholders for capacity-building and institutional strengthening. In addition, sensitisation and awareness-raising sessions are conducted on a regular basis among public sector workers, community members and educational institutions to raise awareness, to empower women and to challenge discriminatory practices that will affect their equal participation. Through sensitisation and awareness-raising on a range of gender-specific issues such as gender equality, female empowerment, the BGA aims to remove stereotypes and discriminatory practices towards enabling early gender sensitivity and equal/equitable participation in leadership & decision-making.

The Department of Co-operative and Friendly Societies (DCFS) is an Agency within the Ministry of Industry, Commerce, Agriculture and Fisheries (MICAFA), has hosted several workshops and seminars under the theme “Overcoming the Challenges of Female in Leadership” to promote women’s participation at the decision making level. The GoJ through the Ministry of

Youth and Culture in 2014 developed a Children's Advisory Panel (CAP), a Child Ambassador Programme, a National Secondary Student Council body and a Jamaica Youth Ambassador Programme. These programmes have increased girls' participation in leadership and decision making at a national, regional and international levels.

**7. What are the three main challenges to be overcome in order to eliminate the structural challenges of gender inequality identified in the Montevideo Strategy?**

Limited funding continues to be a challenge. The deeply entrenched nature of violence against women means it is unlikely to be eliminated in a single funding cycle. The NSAP-GBV provides an opportunity to put in place or strengthen designated, ongoing and protected funding regimes that will allow for sustainability of action. In addition to programme funding across direct service provision and programming, budgets also need to take into account resources for cross-cutting actions such as training, collection and analysis of data, legislative and policy reviews, as well as for the establishment and activity of institutions and mechanisms necessary to ensure the plan's effective implementation (such as research and monitoring bodies). Jamaica faces difficult economic times and there are numerous decisions to be made on setting priorities for the use of available funds. The social and economic costs of continuing GBV will be far greater if the decision is not taken by all stakeholders to provide the resources needed.

Negative social norms and gender stereotypes remain difficult to change. This is believed to influence the lack of understanding about the importance of gender mainstreaming and women's empowerment, resulting in a slow uptake of Gender Mainstreaming programme in the public sector.

The strengthening the capacity of the Gender Machinery is crucial in the implementation and the monitoring of public policies that seeks to achieve gender equality for national growth and development. The physical and human capacity of the Gender Machinery needs to be strengthened for it to continue to be effective in promoting and advocating for gender equality.

## 1. Normative framework: equality and the rule of law

Measures	Implementation status	Actors involved in the implementation	Observations
<p>1.a</p> <p>Incorporate the commitments undertaken by governments in the Regional Gender Agenda of the Regional Conference on Women in Latin America and the Caribbean, and in the 2030 Agenda for Sustainable Development and its Sustainable Development Goals, into national, subnational and local policies, plans and programmes on equality, women's rights and sustainable development.</p>	<p><b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	
<p>1.b</p> <p>Ratify and enforce human rights treaties; review laws, policies, plans, programmes and protocols periodically, and modify them if necessary, to bring them into line with international standards on women's human rights, gender equality and non-discrimination; and ensure that all women's rights are respected, protected and guaranteed and prevent setbacks.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	
<p>1.c</p> <p>Modify or adapt the national legal framework by incorporating the principle of equality and prohibiting discrimination on the basis of sex as set out in articles 1 and 2 of the Convention on the Elimination of All Forms of Discrimination against Women.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	
<p>1.d</p> <p>Adopt comprehensive and specific laws and regulations on gender equality and women's human rights, including legislation on the right to a life free of all forms of gender-based violence, and ensure their full and effective implementation.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	

1.e	Design and execute plans on gender equality, depatriarchalization and women's rights with non-transferable, progressive and sufficient budgets and targets engaging different levels of government.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
1.f	Mainstream gender equality and women's rights in national development plans and planning instruments.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
1.g	Establish mandatory periodic reviews of the implementation of gender equality plans and modify policies and programmes by incorporating recommendations to overcome any obstacles.	<b>Implemented:</b> The measure has been fully implemented.	The actions carried out to accomplish this measure were exclusively performed by the National Mechanism for the Advancement of Women.	
1.h	Design and implement comprehensive and intersectoral intervention protocols, with an intersectional, intercultural, gender and human-rights-based approach, that establish quality standards to ensure non-discrimination on the basis of gender and the adaptability of programmes and services, which should have sufficient, non-transferable allocations of financial resources and be applied at different levels of the State.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
1.i	Remove all legal and institutional barriers to women's effective and equal access to justice, without discrimination, by ensuring participation, transparency, independence and high-quality, timely assistance from specialized personnel, and access to comprehensive remedies for damages in the event of rights violations in order to end impunity.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	

1.j	Ensure that laws, regulations and protocols include mechanisms and procedures to ensure the enforceability of women's rights.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
1.k	Adopt laws and norms to ensure women's equal access to political power, by fostering gender parity in participation throughout the public sphere	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
1.l	Endeavour to ensure that the position of Latin American and Caribbean countries in international discussions on macroeconomic policy, and trade, investment and financial agreements, incorporates the commitments of the Regional Gender Agenda and their link with Sustainable Development Goals, and in particular that the position on sustainable development be transmitted to the High-level Political Forum on Sustainable Development by the Forum of the Countries of Latin America and the Caribbean on Sustainable Development.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
1.m	Promote measures, policies and programmes for the full engagement of boys, young men and men as strategic allies in achieving gender equality, promoting and guaranteeing women's rights and eliminating all forms of discrimination and violence against women and girls.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	



## 2. Institutional architecture: multidimensional and comprehensive gender equality policies

Measures	Implementation status	Actors involved in the implementation	Observations
<p>2.a</p> <p>Afford machineries for the advancement of women the highest level in the institutional hierarchy, supported by the normative framework, so that, in executing their functions, they can fulfil their role as the governing and managing bodies of policies on gender equality and women's rights and autonomy, and ensure that gender equality is mainstreamed throughout the State structure.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were exclusively performed by the State institutions.</p>	
<p>2.b</p> <p>Strengthen machineries for the advancement of women by providing sufficient technical, human, political, administrative and financial resources and guarantee their sustainability over time, with a particular focus on the subnational and local levels.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were exclusively performed by the State institutions.</p>	

2.c	<p>Promote the establishment and consolidation of gender equality and women’s rights bodies in sectoral ministries (including ministries of public administration, where they exist), decentralized agencies, subnational, municipal and local governments, and the legislative and judicial branches, by providing them with human, technical and political resources and a specific budget.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure’s implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
2.d	<p>Establish permanent government mechanisms, with specific mandates, division of duties, resource allocations and work plans, for intersectoral and inter-institutional coordination, especially between machineries for the advancement of women and central planning and budgeting units, to participate in the preparation and implementation of development plans and public budgets, mainstreaming the gender perspective in planning and budgeting at the national, subnational and local levels</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure’s implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
2.e	<p>Ensure ongoing coordination, facilitated by the technical secretariat of the Conference, among the Regional Conference on Women in Latin America and the Caribbean, the other subsidiary bodies of ECLAC and the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, in order to ensure coordinated follow-up to the Regional Gender Agenda and the 2030 Agenda for Sustainable Development, in accordance with their respective mandates.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure’s implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

### 3. Popular and citizen participation: democratization of policy and society

Measures	Implementation status	Actors involved in the implementation	Observations
<p>3.a</p> <p>Support women’s leadership in social and political organizations, promoting parity-based participation in democracy, institution building and the advocacy capacities of civil society organizations, women’s and feminist movements, and, in particular, leadership among adolescents, young women, indigenous women, Afrodescendent women, rural women, migrant women, women living with HIV/AIDS, women with disabilities, and lesbian, gay, bisexual, trans and intersex (LGBTI) persons, respecting their organizational expressions</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure’s implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	
<p>3.b</p> <p>Establish mechanisms that guarantee participation on a parity basis by women in all their diversity in the public sphere, in elected and designated positions encompassing all functions and at all levels of the State</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure’s implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	

3.c	<p>Create and maintain a safe and supportive environment for the full and effective participation of civil society through an enabling policy framework, a human rights protection system that safeguards freedoms and ensures effective access to justice, timely public information and citizen participation channels, including mechanisms for the free, prior and informed consent of rural and campesino communities and different indigenous peoples and ethnic groups.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	
3.d	<p>Establish or strengthen effective, institutionalized and permanent citizen participation mechanisms that are representative of the diversity in civil society organizations, to ensure their contribution to the design, implementation, follow-up and evaluation of public policies on gender equality and women's human rights, especially macroeconomic, production and sustainable development policies and policies on the mitigation of and response to extreme weather events, risk management and resilience-building at the regional, national, subnational and local levels.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	

3.e	<p>Foster the development of online participation and consultation platforms to involve all citizens, individuals and groups in decisionmaking, particularly young people and women of all ages, Afrodescendent women and those who live in rural, ethnic or indigenous communities or far from decision-making structures, ensuring equal access to information and broad-based consultations.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.</p>	
3.f	<p>Allocate sufficient budgets for the functioning of social oversight and accountability mechanisms, observatories and other instruments, and for the participation of civil society organizations, particularly feminist movements and organizations of women of all age.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

3.g	<p>Promote spaces for the participation of civil society, especially women's and feminist movements, in the framework of regional integration bodies and regional and global intergovernmental bodies, such as the Regional Conference on Women in Latin America and the Caribbean, the Regional Conference on Population and Development in Latin America and the Caribbean and other subsidiary bodies of ECLAC, the Forum of the Countries of Latin America and the Caribbean on Sustainable Development, the Commission on the Status of Women, the Commission on Population and Development, the High-level Political Forum on Sustainable Development and the Economic and Social Council Forum on Financing for Development Follow-up.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
3.h	<p>Work towards the creation of a regional fund in support of women's and feminist movements and organizations, taking into consideration the input of civil society</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

#### 4. State capacity-building and -strengthening: public administration based on equality and non-discrimination

Measures		Implementation status	Actors involved in the implementation	Observations
4.a	Design and implement plans for training and ongoing education, in partnership with academic centres, feminist organizations and international organizations, on gender equality, women's rights, intersectionality and interculturality in all public institutions particularly the justice system, security forces and the health and education sectors, in order to have human resources skilled in the design and implementation of sectoral and cross-cutting gender policies nationwide.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
4.b	Incorporate continuing training on gender equality and women's rights, intersectionality and interculturality into civil service training programmes, and attach importance to this training as part of civil servants' development and career advancement.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
4.c	Design, and implement continuing training, management and evaluation strategies to build an organizational culture open to gender, intersectional and intercultural policies.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	
4.d	Design specific training processes to build the leadership capacities of women of all ages in order to achieve parity-based participation in decision-making roles and, in particular, in senior management, executive and technical positions.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions and Non-governmental Organizations.	

4.e	Implement regional training, capacity-building and experience exchange programmes (online and in-person) on the Regional Gender Agenda, the 2030 Agenda for Sustainable Development, the Sustainable Development Goal indicators and development planning, with the support of ECLAC.	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
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## 5. Financing: mobilizing sufficient and sustainable resources for gender equality

Measures	Implementation status	Actors involved in the implementation	Observations
<p>5.a</p> <p>Design, implement and evaluate macroeconomic policies, particularly fiscal policies (income, spending and investment), from a gender equality and human rights perspective to safeguard the progress made and mobilize the maximum available resources.</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>5.b</p> <p>Assess, using costing exercises with a gender perspective, the budgetary needs of various State institutions linked to achieving the Regional Gender Agenda and the Sustainable Development Goals, and identify available and potential sources of public financing that respond to the economic and social needs of each country</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>5.c</p> <p>Promote and adopt progressive fiscal policies and allocate budgets with a gender perspective to ensure sufficient, non-transferable, sustainable resources that cover all levels and areas of public policy aimed at reversing gender inequalities and guaranteeing women's right</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

5.d	<p>Ensure that fiscal adjustment measures or budget cuts aimed at addressing economic slowdowns are in line with the principles of human rights and non-discrimination, bearing in mind that these measures should be temporary and used exceptionally for the duration of the crisis, and should avoid worsening women's poverty rates, increasing their burden of unpaid and care work, and reducing financing and budgets for equality policies and machineries for the advancement of women.</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
5.e	<p>Monitor changes in the amount, level, composition and disbursement of budget allocations for policies aimed at reducing gender inequalities and guaranteeing women's rights, and disseminate that information.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
5.f	<p>Ensure that the private sector, particularly the corporate sector, contributes effectively to the financing of women's entrepreneurship, public services and social protection by paying progressive taxes, and that the State avoids the granting of tax privileges.</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
5.g	<p>Carry out gender impact assessments of fiscal policies before and after implementation, to ensure that these policies do not have a negative effect, explicit or implicit, on gender equality, women's rights or autonomy, for example, increasing the unpaid and care workload or women's poverty rates.</p>	<p><b>At initial process:</b>Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

5.h	Strengthen regional cooperation to combat tax evasion and avoidance and illicit financial flows, and improve tax collection from the wealthiest and highest-income groups by introducing corporate income, wealth and property taxes, among others, in order to have greater resources for gender equality policies.	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	
5.i	Urge the agencies of the United Nations and the inter-American system to ensure that their gender machineries have sufficient resources for the full implementation of policies on gender equality and women's rights.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	
5.j	Allocate sufficient financial resources for human resource and institutional capacity-building and -strengthening, in particular in small, highly indebted Caribbean countries for the full and effective implementation of women's human rights and gender equality policies.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	

## 6. Communication: access to information and cultural change

Measures	Implementation status	Actors involved in the implementation	Observations
<p>6.a Design and implement communications plans, with earmarked resources and impact measurement, aimed at the civil service, civil society, the academic sector, the media and society as a whole, to systematically disseminate the agreements, commitments and obligations of the Latin American and Caribbean States relating to women's and girls' human rights and gender equality, and their linkages with global, national, subnational and local priorities.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>Establish, using information and communications technologies (ICTs), communication plans for different specific audiences in order to ensure the continuous dissemination of legislation and regulatory policies to eliminate gender inequality and guarantee women's human rights</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions</p>	

## 7. Technology: towards e-government and innovative and inclusive economies

Measures		Implementation status	Actors involved in the implementation	Observations
7.a	Design and carry out periodical ex ante and ex post assessments of the effects of technologies with respect to gender equality in such areas as women's employment, health, the protection of the ancestral knowledge of women of different indigenous, ethnic and racial groups, harassment and violence through technological means, natural resources and production methods.	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
7.b	Formulate and implement e-government policies, with a gender equality, intersectional and intercultural perspective, thereby enhancing the efficiency and quality of public services, access to information, transparency, use of open data, public participation and accountability, as well as ensuring data confidentiality and protection of users	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	

7.c	<p>Incorporate gender equality, intersectional, intercultural and intergenerational perspectives into the design and application of digital agendas and national strategies for innovation and ICTs.</p>	<p><b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
7.d	<p>Design and execute specific programmes to close the gender gaps in access, use and skills in science, technology and innovation, and encourage the parity-based participation of women in this area.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
7.e	<p>Encourage, in the framework of the United Nations Technology Facilitation Mechanism, commitments regarding access to and the exchange, transfer and dissemination of technology under favourable, concessional and preferential conditions, and promote multidimensional evaluation to ensure that technology transfers are safe, socially appropriate, environmentally sustainable, and in keeping with commitments relating to women's rights and gender equality.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

## 8. Cooperation: towards democratic multilateral governance

Measures	Implementation status	Actors involved in the implementation	Observations
<p>8.a</p> <p>Harmonize regional norms consistent with women's human rights, and evaluate the extraterritorial effects of the legislation and policies adopted, with respect to transnational issues such as migration, trafficking of women and girls, smuggling of migrants, international organized crime, drug smuggling, forced displacement and the situation of refugees, global value chains and global care chains, financial volatility, wealth concentration, climate change, portability of pensions and the rights of Afro-descendent women and women of different indigenous and ethnic group</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>8.b</p> <p>Implement development cooperation agreements between countries and subregions, particularly to address extreme natural events or other critical situations, in the technical, scientific and financial fields and in relation to labour standards and the social, economic, cultural and environmental rights of women.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>8.c</p> <p>Increase resources and technical support to build resilience in small island developing and coastal States that are susceptible to the impacts of climate change, disasters and extreme weather events.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>8.d</p> <p>Strengthen the coordination between the Regional Conference on Women in Latin America and the Caribbean and the gender machineries of the inter-American system and the regional and subregional integration blocs in order to ensure synergies in the implementation and follow-up of the Regional Gender Agenda and the 2030 Agenda for Sustainable Development.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

8.e	Urge developed countries to meet their official development assistance commitments, particularly by devoting 0.7% of gross national income to this purpose, and contributing 0.15%-0.20% to the least developed countries.	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	
8.f	Promote cooperation and support for middle-income countries, particularly highly indebted and vulnerable Caribbean countries, by defining comprehensive methodologies for classifying countries based on structural development gaps in order to evaluate levels of development and gender inequality more accurately and comprehensively.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	
8.g	Urge developed countries to increase non-conditional official development assistance planned, in a concerted manner, with sufficient resources to fund gender equality policies and mainstreaming of the Sustainable Development Goals.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	
8.h	Promote the representation of Latin American and Caribbean countries, with delegations composed on the basis of parity, in global economic governance institutions that design and implement international norms on finance, trade and debt, and ensure that these norms are consistent with women's human rights.	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	
8.i	Explore debt relief options for highly indebted and vulnerable Caribbean countries, promote solutions to address the debt overhang and guarantee the necessary resources for the implementation of the Regional Gender Agenda and the achievement of sustainable development	<b>At initial process:</b> Some actions related to the measure have been initiated but the implementation process is still very low.	The actions carried out to accomplish this measure were exclusively performed by the State institutions.	



## 9. Information systems: transforming data into information, information into knowledge and knowledge into political decisions

Measures	Implementation status	Actors involved in the implementation	Observations
<p>9.a</p> <p>Establish and strengthen national statistical systems with a gender perspective, which requires improving the coverage, quality and periodicity of sociodemographic and economic statistics through surveys, censuses and administrative records, using common classifications that ensure comparability.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>9.b</p> <p>Ensure the disaggregation and dissemination of data by sex, age, race and ethnic origin, socioeconomic status and area of residence, in order to improve analyses to reflect the diversity of women's situations.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>9.c</p> <p>Develop and strengthen instruments to measure gender inequalities, such as surveys on time use, violence against women, sexual and reproductive health and use of public spaces, and ensure their funding and periodicity.</p>	<p><b>Implemented:</b> The measure has been fully implemented.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
<p>9.d</p> <p>Design and incorporate into public information systems indicators to measure the level of commitment to and guarantee of women's human rights, differentiating structural, process and outcome indicators, and signs of qualitative progress.</p>	<p><b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	

9.e	Build or strengthen inter-institutional partnerships between bodies that produce and use information, particularly between machineries for the advancement of women, national statistical offices, academic institutions and national human rights institutions.	<b>Implemented:</b> The measure has been fully implemented.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
9.f	Publish and disseminate, through open-access digital means, good-quality, timely and free information on legislative discussions, approved and executed budgets and judicial decisions.	<b>Implemented:</b> The measure has been fully implemented.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
9.g	Strengthen the statistical capacities of machineries for the advancement of women in Latin America and the Caribbean to mainstream the gender perspective in all statistical generation or integration projects.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
9.h	Promote the production of information for follow-up on the commitments assumed under the Regional Gender Agenda, seeking complementarity with the indicators for the Sustainable Development Goals and the Montevideo Consensus on Population and Development.	<b>Implemented:</b> The measure has been fully implemented.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
9.i	Intensify coordination between the Regional Conference on Women in Latin America and the Caribbean and the Statistical Conference of the Americas of the Economic Commission for Latin America and the Caribbean, and encourage cooperation between countries and participation in the sessions of the United Nations Statistical Commission.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	

## 10. Monitoring, evaluation and accountability: guaranteeing rights and transparency

Measures		Implementation status	Actors involved in the implementation	Observations
10.a	Create or strengthen monitoring systems, according to agreed criteria, that comprehensively and periodically evaluate the level of implementation of laws, norms, policies, plans and programmes on gender equality and women's rights at the regional, national and subnational levels.	<b>Implemented:</b> The measure has been fully implemented.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
10.b	Take into consideration the information compiled from monitoring and evaluation to create or strengthen accountability mechanisms relating to advances concerning and fulfilment of the Regional Gender Agenda, the 2030 Agenda for Sustainable Development and, particularly, allocated budgets at all levels of public administration.	<b>Advanced:</b> Several actions have been carried out and the percentage of the measure's implementation is greater than 50%.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	
10.c	Promote inter-institutional coordination among machineries for the advancement of women, national human rights institutions and the Follow-up Mechanism to the Convention of Belém do Pará (MESECVI) and the Protocol of San Salvador, to ensure complementarity and avoid overlap in the monitoring and evaluation of policies on gender equality and women's rights.	<b>Implemented:</b> The measure has been fully implemented.	The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.	

10.d	<p>Ensure that the reports presented by countries to the Committee on the Elimination of Discrimination against Women are broader and more detailed, and that they are submitted in accordance with the schedule set out by the United Nations, that civil society is consulted in the follow-up and evaluation of the policies to which the reports refer, and that legislative changes made are consistent with the Convention on the Elimination of All Forms of Discrimination against Women.</p>	<p><b>Implemented:</b>The measure has been fully implemented.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
10.e	<p>Report to the Regional Conference on Women in Latin America and the Caribbean and the Forum of the Countries of Latin America and the Caribbean on Sustainable Development on the fulfilment of the agreements and commitments undertaken under the Regional Gender Agenda and the 2030 Agenda for Sustainable Development.</p>	<p><b>Implemented:</b> The measure has been fully implemented.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
10.f	<p>Report on the regional advances and obstacles concerning the full and effective implementation of the Regional Gender Agenda and its synergies with the 2030 Agenda for Sustainable Development at the sessions of the Commission on the Status of Women.</p>	<p><b>Implemented:</b> The measure has been fully implemented.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	
10.g	<p>Ensure that civil society organizations enjoy effective access to public information so that they can fulfil their role of monitoring policies on equality and women's rights.</p>	<p><b>Implemented:</b> The measure has been fully implemented.</p>	<p>The actions carried out to accomplish this measure were performed by the National Mechanism for the Advancement of Women together with other State institutions.</p>	